



# Employee News

*News and Information for Muscatatuck SDC and Madison State Hospital Employees during the transition to community-based services.*

## MEETING INFORMATION

The time and location of the next meeting of the **Southeast Regional Project Team** will be announced soon.

## HANDY NUMBERS AND WEB SITES:

### MSDC/MSH Info Hotline:

1-800-903-9822

[www.IN.gov/fssa/transition](http://www.IN.gov/fssa/transition)

Maintained by FSSA to answer your questions.

### Indiana Department of Workforce Development:

1-888-WORKONE (967-5663)

[www.IN.gov/dwd](http://www.IN.gov/dwd)

Available to assist with job search concerns. Web site resources include "Career Planning and Training" and "Job Fair Listings."

### Community Mental Health Centers:

#### Quinco Behavioral Health Systems

Bartholomew, Brown, Decatur, Jackson, Jefferson and Jennings Counties. (812)348-7749

#### LifeSpring Mental Health Services

Clark, Floyd, Harrison, Jefferson, Scott and Washington Counties. (812) 283-4491

#### Community Mental Health Center, Inc.

Dearborn, Franklin, Ohio, Ripley and Switzerland Counties. (812) 537-1302

## Medicaid Waiver Program Workshops Offer Information to Families and Employees

The Waiver Information Network (WIN) has scheduled 26 workshops at 15 Indiana locations. Workshops will provide up-to-date information on Indiana's Medicaid waiver programs and how they can help provide eligible people with disabilities the supports that they need to live in the community.

Medicaid waivers help families care for a child or an adult with a disability, or provide supports to help an adult with a disability live in the community. Medicaid waivers are available to people with all types of disabilities including developmental and physical disabilities, and disabilities related to aging. Waivers can provide up to 24-hour support for eligible people. Eligible people include those who need supports to move from Medicaid funded facilities, like Muscatatuck State Developmental Center. Eligible people also include those who, without support, would be at risk of placement in a group home, nursing home, state developmental center or other long-term care institution. Unlike other Medicaid programs, parental income and resources are not counted when determining eligibility for a child.

WIN is a collaborative effort of the Indiana Institute on Disability and Community, The Arc of Indiana, and The Indiana Parent Information Network (IPIN). The organization is funded by a grant from the Governor's Planning Council for People with Disabilities (GPCPD).

Nanette Whightsel will conduct the workshops. Nanette's daughter, Suzette, lived at New Castle State Developmental Center (NCSDC) for many years. When NCSDC closed, Suzette was able to use Medicaid waiver services to move close to her mother.

To learn more about Indiana's Medicaid waiver programs for home and community-based services, please attend one of the workshops. (The complete workshop schedule appears on page 3.) Nanette will also conduct workshops for employees of MSDC at 9:30 a.m. on November 7th, and Fort Wayne State Developmental Center at 2:00 p.m. on November 14th.

There is no need to pre-register, but if you need more information, accessible formats, an interpreter, or other accommodations, please contact The Arc of Indiana no later than two weeks prior to the event at: [TheArc@arcind.org](mailto:TheArc@arcind.org), (317) 977-2375 or 1-800-382-9100.

# O'Bannon Forms Commission to Increase Independent-Living Care Options

Governor Frank O'Bannon has created the Governor's Commission on Home and Community-Based Care to increase community-service options so Hoosiers who are institutionalized or at risk of being institutionalized can live as independently as possible in their homes or in their communities.

"The commission will help state agencies work with communities and providers to offer new choices for people who are in institutions or at risk of being institutionalized because they have no other option," O'Bannon said.

The commission is funded with grants from the U.S. Department of Health and Human Services; it uses no state funds. It will work with local entities and a number of state agencies to find ways to improve the quality and increase the quantity of community service options. State agencies that will be involved are the Family and Social Services Administration, the Commission on Higher Education and the departments of Workforce Development, Commerce, Transportation and Education.

The commission will look for innovative ways to make housing more available; improve access to transportation; create employment opportunities; establish self-directed care; find and retain trained caregivers; and support personal caregivers.

During the next year, the commission will conduct meetings throughout Indiana to hear about needed services and barriers in the current long-term care system. It also will establish task forces and a consumer advisory committee, and produce specific short and long-term strategies to address problems, such as a lack of trained caregivers or insufficient transportation.

"Hoosiers should have every chance to remain at home or close to home, and we must provide

that chance by creating the web of services they need," the governor said. "I sincerely appreciate the service of this very distinguished group of citizens."

The commission members are:

- Bryan Blanchard, president, Vincennes University
- Sally Blankenship, prosecutor, Ohio and Dearborn circuit
- Billie Breaux, state senator
- Vincent Caponi, CEO, St. Vincent Hospital
- Cleo Duncan, state representative
- Nancy Griffin, state director, AARP
- Katie Humphreys, consultant
- Allan Kauffman, mayor of Goshen
- Connie Lawson, state senator
- Jim Leich, president, Indiana Association of Homes & Services for the Aging
- Louis Martinez, president, Lake Area United Way
- James McCormick, assistant executive director, Dunn Mental Health Center
- Rose Meissner, president, Community Foundation of St. Joseph County
- Sharon Pierce, president/CEO, The Villages
- Stephen Rappaport, physician
- Roosevelt Sanders, minister
- William Sheldrake, president/CEO, Indiana Fiscal Policy Institute
- Russell Stillwell, state representative
- Albert Tolbert, executive director, Southern Indiana Center for Independent Living
- Karen Vaughn, advocate
- Richard Wherry, parent and advocate

# Job Interviews - Preparation is Key

Many of us dread job interviews. However, if you are well prepared, you will be more self-confident and improve your performance in an interview.

## Self-assessment

Make a list of your “strengths” which can be transferred to a different job. These skills, abilities and attributes can be job-specific or general. For example, attributes valued by employers include: ability to work independently; attention to detail; ability to handle multiple priorities; ability to work well with different types of people; organizational skills; and the ability to respond quickly in a crisis. Maintain this list over several days, adding to it as you think of additional skills. If you think of something during the day, jot it down and add to your list later.

## Work examples

Next to each attribute, list an example from your work experience which illustrates the attribute. Job interviewers will ask questions such as: “Give me an example from your past work experience when you had to deal with an irate client or customer. Describe how you responded to the situation and the outcome.”

## Your weaknesses

Expect the interviewer to ask you to give one of your weaknesses. Think of something you have recognized in yourself or that a supervisor has pointed out.

Your answer must have two parts. First, describe the weakness. Second, describe how you have compensated for or corrected it. This shows you are responsible and can accept criticism and grow. It also turns a potentially deadly answer into a positive answer.

## Prepare for each particular interview

Learn about the company for which you are interviewing. So, if they ask, “Why do you want to work for us,” you are not caught off guard. Also, you will have a chance to ask questions. Thoughtful questions about the job show that you are a serious candidate.

## Dress for success

Your attire should be more formal than you expect of the interviewers. For an office position, men should wear dress slacks, a shirt and tie, and women should wear a skirt or pants and a blouse, or a dress. For work performed outdoors, in a shop or factory, wear a nice looking shirt with a collar and good slacks.

## Be well rested and relax

Get a good night's sleep. Relax before the interview, taking solace in the fact that you are well prepared and ready to put your best foot forward!

# Medicaid Waiver Program Workshops Schedule

*No charge to attend. Registration is not required.*

## Elkhart

October 22  
1-4 pm & 6-9 pm  
Elkhart Public Library  
300 S. 2nd St.

## Evansville

October 29  
1-4 pm & 6-9 pm  
Deaconess Hospital Health & Science Building, Johnson Hall  
600 Edgar St.

## Fort Wayne

November 7  
1-4 pm & 6-9 pm  
Allen County Public Library  
900 Webster St.

## Franklin

November 16  
9:15 am-Noon  
Johnson County Public Library, Franklin Branch  
401 S. State St.

## Highland

October 23  
1-4 pm & 6-9 pm  
St. James Parish Hall  
9640 Kennedy Ave.

## Indianapolis

October 24  
1-4 pm & 6-9 pm  
St. Luke's United Methodist Church  
100 W. 86th St.

## Lafayette

December 5  
1-4 pm & 6-9 pm  
Ivy Tech, Ivy Hall, Eli Lilly Room  
3101 S. Creasy Lane

## Marion

November 9  
9 am-Noon  
Marion Public Library  
600 S. Washington St.

## New Albany

November 12  
1-4 pm & 6-9 pm  
Carnegie Center  
201 E. Spring St.

## Portland

November 8  
1-4 pm & 6-9 pm  
Jay County Public Library  
315 N. Ship St.

## Richmond

December 3  
1-4 pm & 6-9 pm  
Friends Fellowship  
2030 Chester Blvd.

## Seymour

November 13  
1-4 pm & 6-9 pm  
Jackson County Public Library, Seymour Branch  
Walnut & 2nd St.

## Terre Haute

November 2  
9 am-Noon  
Vigo County Public Library  
Library Square, 7th & Poplar

## Valparaiso

October 26  
9 am-Noon  
Valparaiso University Union, The Great Hall  
651 College Ave.

## Vincennes

October 30  
1-4 pm  
KCARC, Plant 5, Cafeteria  
6th St.  
AND  
6-9 pm  
Cinergy/PSI Energy  
800 Old Wheatland Rd.

# We Need Your Input!

The *Family News* and *Employee News* are published as a service to keep you informed of the available resources and the progress of the Southeast Regional System of Care Project.

We want to make these newsletters helpful by providing the information you want and need as you plan for your own transition (resulting from the legislation requiring FSSA to begin the Southeast Regional System of Care Project).

Please help us by completing this survey! You may send it to us with or without your name. Please mail your survey by Friday, October 25, 2002, to the following address:

MSDC/MSH Newsletter Survey  
FSSA - Office of Policy, Planning, and Communication  
P.O. Box 7083 - Mail Stop 25  
Indianapolis, IN 46207-7083  
Or fax it to: 317-232-6467

**Note:** Personal information is optional. You may skip any questions.

**1. Which are you?**

- a. Family Member
- b. Employee

**2. Which are you?**

- a. Male
- b. Female

**3. What was the last grade you completed in school?**

- a. Junior High School
- b. High School
- c. College
- d. Graduate School
- e. Other \_\_\_\_\_

**4. Do you read the newsletter?**

- a. Yes
- b. No
- c. Sometimes

**5. If not, why not?** (Please be specific.)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**6. How often do you think we should publish this newsletter?**

- a. Monthly
- b. Every other month
- c. Every six months
- d. Other \_\_\_\_\_

**7. What do you like or dislike about this newsletter?** (Circle any topics you like, draw a line through any you dislike.)

- a. Contact information (phone #'s, Web site addresses)
- b. Specific updates on the SE Regional System of Care Project

- c. Feature articles on families, clients, and/or staff
- d. Articles about related agencies (ARC, NAMI, etc.)
- e. General updates about FSSA programs and staff
- f. Updates on related state commissions, legislation, etc.
- g. Training information and updates
- h. Other \_\_\_\_\_

**8. What topics would you like to see in your newsletter?** (Circle all that apply.)

- a. Questions (and answers) from families and employees
- b. Starting a new career
- c. Finding a job
- d. Coping with change
- e. Keeping a positive attitude
- f. Managing time
- g. Boosting your self-esteem
- h. Other \_\_\_\_\_

**9. Your comments:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**10. Your name (optional):**

\_\_\_\_\_

## MSH Update

- Fourteen MSH employees have transferred to MSDC, and one MSH employee has transferred to INDOT.
- Employees laid off from MSH may be eligible for Workforce Investment Act dislocated worker funds or for training. Call (812) 265-3734 for more information. Five MSH employees have already enrolled.

## MSDC Update

- As of August 22, 2002, \$278,805.00 has been invested in training for 349 MSDC employees.
- Two hundred and seventy-eight employees have left MSDC since the closure announcement. Between 25% and 30% transferred to other State jobs.

## Contact Us!

FSSA maintains a web site, a toll-free phone number, and this newsletter to keep MSDC and MSH employees fully informed.

Anyone who would like to receive this newsletter can call the number listed, leave their address, and be added to our mailing list.

The web site features questions discussed at family and employee meetings, the final report from the Governor's Council on State Operated Care Facilities, updates on the *Olmstead* process, articles, back issues of *Employee News* and *Family News*, and more.

You can visit the web site at:  
[www.IN.gov/fssa/transition](http://www.IN.gov/fssa/transition)

If you have questions, comments or concerns, or want to request copies of items on the web site, write to:

**Secretary, FSSA**  
**402 W. Washington St.,**  
**PO Box 7083 - Mail Stop 25**  
**Indianapolis, IN 46207-7083**  
**Attn: MSDC/MSH**

or email:

[OfficeOfTheSecretary@fssa.state.in.us](mailto:OfficeOfTheSecretary@fssa.state.in.us)

or call toll-free, 24 hours a day:

**1-800-903-9822**